

Research Core Facility Dispute Resolution

Research Core Facilities (RCFs) are OVPRI-affiliated shared service units that provide shared access to research instrumentation and services to the broader research community.

Purpose of this Document:

- To ensure that RCFs are well-positioned to address future research needs of faculty, students, researchers, external collaborators and industrial partners, as well as their own pursuit of long-term success and sustainability.
- To provide a formal process for hearing and resolving disagreements or disputes in RCFs.
- The document does not apply to disputes related to or based on prohibited discrimination or retaliation for engaging in a protected activity. Information related to such disputes will be reported to the Office of Investigations and Civil Rights Compliance in compliance with UO policy.

Dispute Resolution Guidance:

- The RCF Director/Manager (RCFD/M) or designee will provide an initial informal resolution process (mediation, facilitated discussion, or other appropriate method for working through the underlying dispute) when they are not one of the parties to the dispute/complaint, if they are, it will go to the FAC, or designee, where a majority, including the Chair, or designee, must be involved in the informal resolution.
- Disputes between the RCFD/M and the FAC as a whole will be reviewed (reviewed includes initiating an informal resolution process) initially by the AVP or designee overseeing the RCF.
- If either party is unhappy with the resolution provided at the first level, they can appeal to the next level and the next level can choose whether to hear the appeal or not. Appeals may be made only after an initial attempt to resolve the dispute has been made following the process below.
- If the RCFD/M heard the initial dispute, then the FAC will hear the appeal. If the FAC heard the initial dispute, then the AVP will hear the appeal.
- In cases where the conflict cannot be resolved following the guidance herein, the VPRI is responsible for the final decision, which may not be a decision that one person(s) is wrong or right but rather may be a process for moving forward under a set of working agreements between the relevant parties.
- Conflicts regarding financial, animal care, human subjects, or research ethics that under university policies or state or federal regulations mandate specific actions outside the scope of this document may supersede this guidance.

Dispute Resolution Process:

- 1) The parties to the dispute/complaint will request a meeting with those hearing the dispute as determined above. One person may request to initiate this process on behalf of both parties.
- 2) Those hearing the dispute shall request any written information from those involved and meet individually and/or together with the parties to initiate an informal resolution process. The process may include a series of meetings.
- 3) Every attempt shall be made to come to a resolution quickly and that will be documented. Unless the information is otherwise protected by federal or state law or UO policy, all parties will be informed in writing of the outcome. The outcome may not always be a decision that one party is "right" or "wrong." Instead, an outcome may be a description of next steps and a working agreement between the parties describing how they will interact in the future. If this was part of an appeal, the AVP will be informed.

This above described process does not supersede or replace the grievance rights that represented faculty have under applicable collective bargaining agreements or that unrepresented faculty or OAs have under applicable UO policies and procedures. That means that employees can choose to exercise their grievance rights to the extent they otherwise could before this process was created. Employees will not be retaliated against or subject to negative action based on their decision to exercise their grievance rights.

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